

The **Human Resources Department** strives to initiate and facilitate strategies for building a workforce that supports and enhances organizational objectives.

FY 2003/04 accomplishments include:

- In conjunction with the county-wide Strategic Plan, conducted an employee survey. Results indicate improvement in all areas over the prior survey and an overall 70% satisfaction rate.
- Assigned HR personnel to the JD Edwards conversion team. The JD Edwards software ultimately will integrate Fiscal, HR and Finance while providing expanded reporting capabilities.
- Initiated a strategy of targeted recruiting for key positions to reduce recruiting costs while creating a qualified candidate pool.
- Delivered an equitable and consistent In-House training program that reduced the overall county training dollar and capitalized on In-House expertise.

FY 2003/04 accomplishments include:

- Implemented in February, 2004, a new county-wide card key access system involving issuing new employee identification for all BCC and Constitutional Office employees.
- Completed a Compensation and Benefits analysis in February, 2004, by an outside consultant to assess the current plan and make recommendations for improvement.
- Converted to the JD Edwards HRIS system in May, 2004.

The Department's budget highlights include:

- Developed the "Ask Management" Employee Suggestion Box to solicit and respond to employee feedback.
- Implemented the J.D. Edwards system on May 4, 2004.
- Developed a new Performance Evaluation system for At-Will employees in September 2003.
- Developed mandatory training programs for Directors, Managers and Supervisors in July, 2003.